

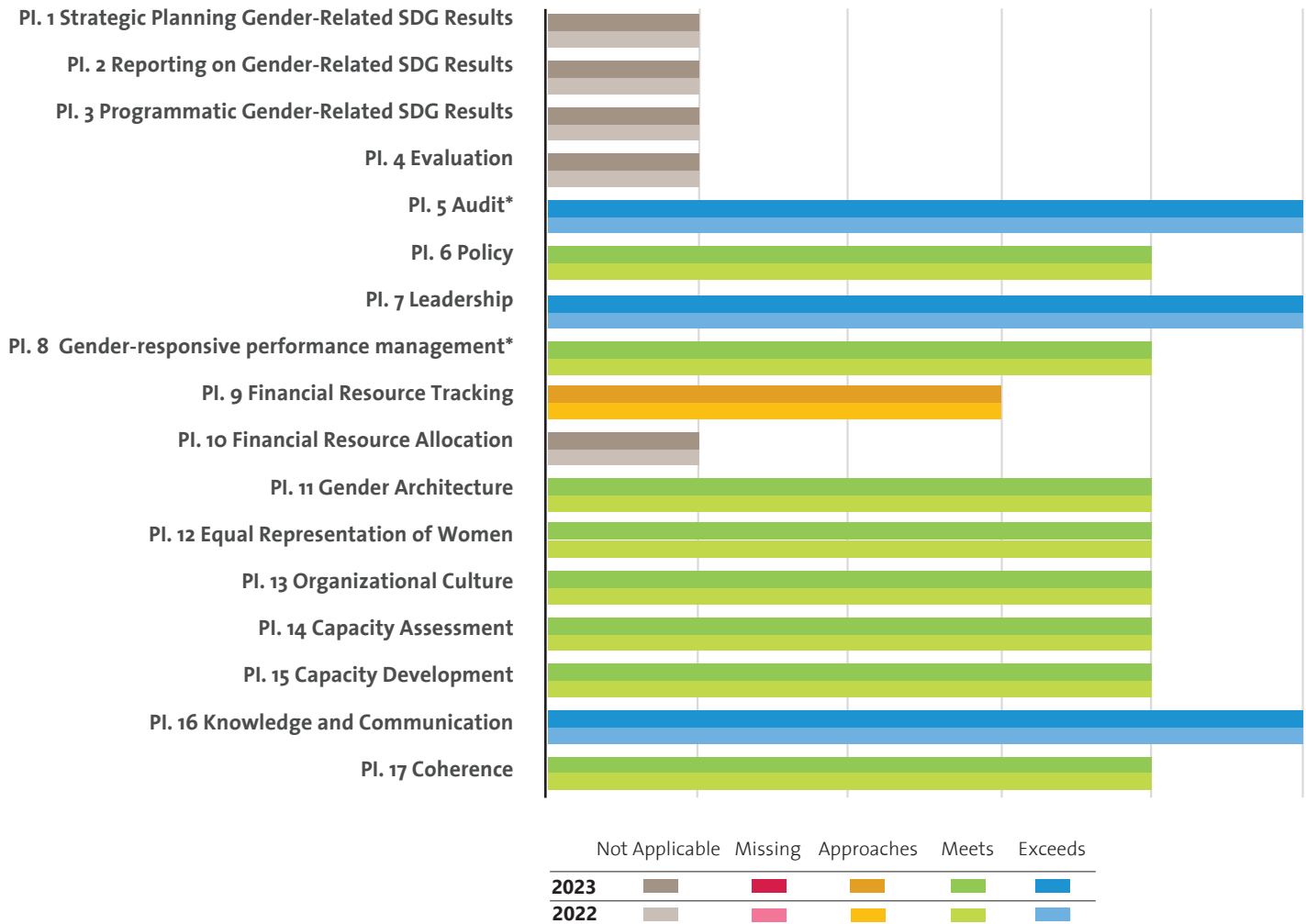
# UNITED NATIONS OFFICE AT GENEVA (UNOG)

## UN-SWAP 2.0 PERFORMANCE 2018-2023

The following three pages capture UNOG's performance on UN-SWAP 2.0 indicators for 2018-2023.

In 2023, UNOG exceeded the requirements for 11 out of 12 applicable performance indicators.

## UN-SWAP 2.0 PERFORMANCE BY INDICATOR (2022-2023)



### PERFORMANCE HIGHLIGHTS IN 2023

#### Most significant gains

- UNOG consistently exceeded the requirements for three indicators and met them for another eight.

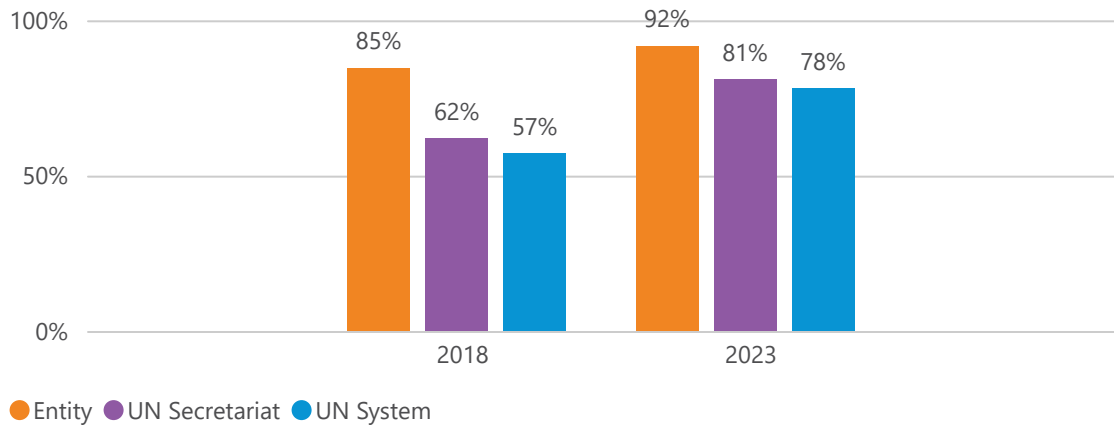
#### Areas for improvement

- UN Women encourages UNOG to prioritize the remaining indicator rated as approaching requirements: Financial Resource Tracking.

\* Performance Indicators 5 on Audit and 8 on Gender-responsive performance management are jointly reported for all UN Secretariat entities by OIOS and DMSPC, respectively.

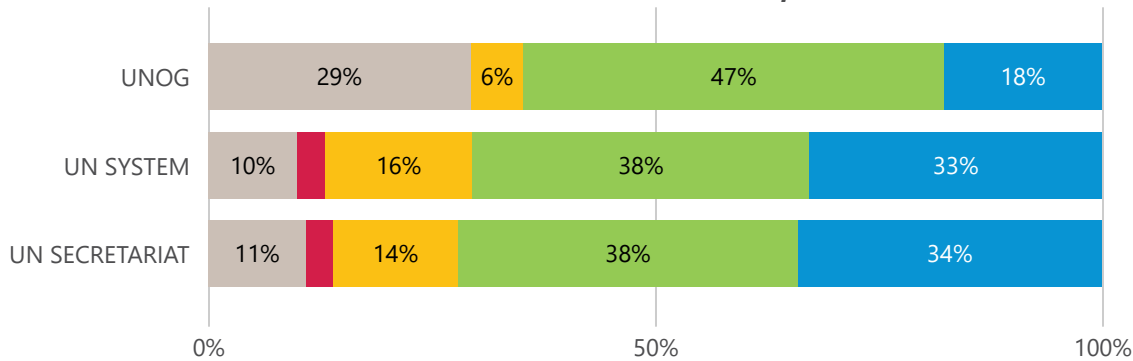
### COMPARISON OF OVERALL PERFORMANCE WITHIN THE UN SYSTEM, 2018-2023

PERCENTAGE OF RATINGS MEETING/EXCEEDING REQUIREMENTS (NOT APPLICABLE RATINGS OMITTED)



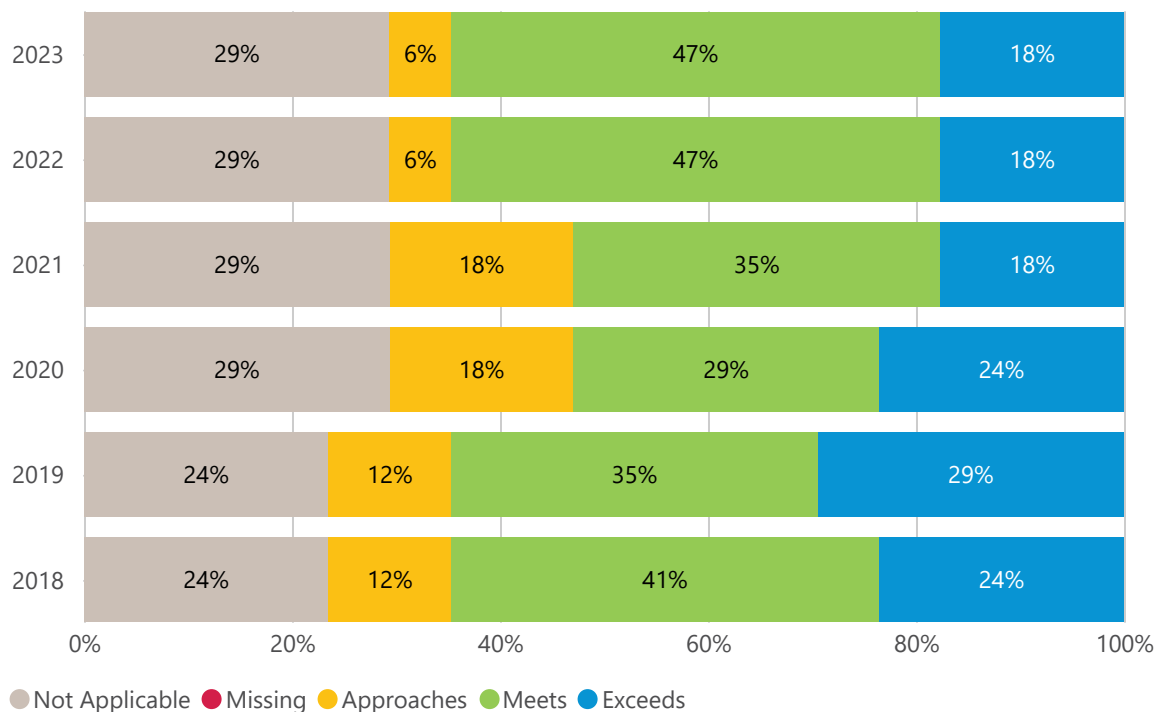
In both 2018 and 2023, UNOG maintained a strong performance that was above the averages of the UN Secretariat and the overall UN System.

### COMPARISON OF RATINGS WITHIN THE UN SYSTEM, 2023



In 2023, UNOG "met" more indicators than the averages of the UN Secretariat and the UN System. The entity assessed more indicators as "not applicable" due to its administrative focus.

### COMPARISON OF RATINGS BY YEAR, ENTITY SPECIFIC, 2018-2023

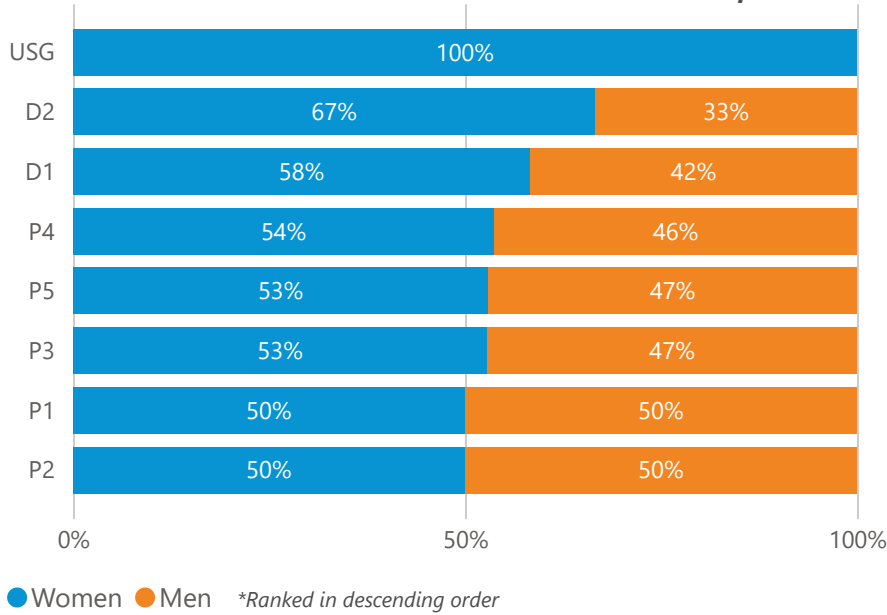


From 2018 to 2023, UNOG maintained solid performance and did not "miss" the requirements for any indicators.

In 2023, UNOG matched its 2022 performance with the highest UN-SWAP 2.0 compliance rate to date.

Attaining and sustaining the equal representation of women at all levels in an institution constitutes an essential component of achieving gender equality and the empowerment of women.

## DISTRIBUTION\* OF WOMEN AND MEN BY LEVEL, 2023



## TREND 2018-2023

- The representation of women has increased across nearly all levels compared to 2018 staff figures.
- Equal representation of women has been achieved at all levels in UNOG.

## GENDER PARITY STRATEGY

The Secretary-General's System-wide [Strategy](#) on Gender Parity recognizes the need to change organizational culture to achieve and maintain gender parity.

As per GA resolution ([A/RES/76/142](#)) and 2023 report of the Secretary-General on the Improvement in the Status of Women in the UN system ([A/78/206](#)), UN entities are required to implement the Enabling Environment [Guidelines](#) and the Field-specific Enabling Environment Guidelines for the UN System.

To track and accelerate progress, UN entities are encouraged to appoint focal points to provide support for the advancement of gender parity, led and coordinated by UN-Women, and to update and monitor their entity-specific gender parity implementation plans. All hiring managers are recommended to use the 'UN System-wide [Dashboard](#) on Gender Parity'.

For further inquiries, please contact the Focal Point for Women, [focalpoint.forwomen@unwomen.org](mailto:focalpoint.forwomen@unwomen.org)

## COMPARISON ON DISTRIBUTION OF WOMEN 2018 AND 2023

